

Career Development Officer - Relocation Required

Requisition ID **3586** - Posted - **7000 New Gold - Rainy River - Rainy River Mine - Emo, Ontario**

Make an impact at Canada's premier mining company.

When you advance your career at New Gold, you are joining a Canadian-focused intermediate gold mining company engaged in the operation, development and exploration of mineral properties. Our mission is to be a leading intermediate gold producer, driving responsible and profitable mining in a way that creates sustainable value for our employees, shareholders, the communities in which we live and work and our environment. New Gold would like to acknowledge the lands and resources of the Treaty 3 Territory and respect the traditional values of our First Nation partners. To learn more about New Gold, visit our website at www.newgold.com. To learn more about our culture and people practices, visit the [Career page](#).

New Gold attracts and hires highly skilled individuals. By joining our team, you can look forward to:

- A stimulating values-based work environment
- A culture of collaboration and inclusion
- Inspiring colleagues and approachable leaders
- Career development opportunities
- A deeply rooted commitment to responsible mining, health and safety and community engagement
- A competitive total compensation program
- A comprehensive benefits package including a retirement savings plan

Rainy River Mine

Situated in beautiful northwestern Ontario, 65 km northwest of Fort Frances, the Rainy River Mine is an open pit, gold and silver producing, residential mine site.

The Rainy River Mine, located adjacent to the Ontario / Minnesota border is 65 Kilometers northwest of Fort Frances, Ontario and is situated half way between Winnipeg, Manitoba and Thunder Bay, Ontario. The area is home to more than 130 species of birds and large populations of moose, black bear and deer. If you enjoy outdoor activities including hunting, fishing, winter sports and lake country then this is an area you will love to live and work in.

About The Role

Schedule: Shift 5/2, 4/3

Position Reports To: Human Resources Manager

Position Overview

As an integral part of New Gold's Human Resources team, the Career Development Officer will provide support and guidance to all employees on career development. Responsibilities for this position will be centered around the development of all employees and include a focus on the recruitment, employment, retention and advancement of First Nations partners.

Key Responsibilities

- Assess employee knowledge and skills to identify gaps for additional support and training required
- Research government funding available for training initiatives
- Work closely with departments to identify critical roles and develop short and long-term development strategies to meet workforce requirements
- Participate in the design, development, implementation and evaluation of learning and development programs

- Guides and supports potential candidates in the job application and interview process
- Coordinate training with external educational institutions and training vendors
- Oversee and maintain the apprenticeship program
- Ensure compliance and progression of the apprentice program while liaising with educational institutions and department managers
- Provide support and assistance with recruitment
- Assist with organizational needs assessment to identify development gaps that need to be addressed
- Promote a positive health, safety, and environment culture.

Qualifications

- Degree or diploma in Human Resources Management, Business Administration or other related discipline.
- 5-6 years' experience in Human Resources in an industrial or mining environment, with experience in learning and development, recruitment and training.
- Customer service orientation at all levels of the organization.
- High level of integrity and accountability.
- Attention to detail with excellent organizational skills
- Sound judgment in resolving issues.
- Excellent oral and written communication skills with internal and external contacts.
- Ability to work with all levels of the organization.
- Excellent software skills (Word, PowerPoint, Excel).
- A collaborative team player committed to developing themselves and others.

Why New Gold?

- Highly competitive base salary, compensation programs and a quarterly incentive program
- Extended Health & Dental Benefit
- Short-term and long-term disability insurance benefit
- Defined match contribution to group registered retirement savings account
- Camp and Travel available OR Relocation package provided

We thank all applicants for their interest but will only contact candidates selected to advance in the hiring process. New Gold does not accept resumes from employment placement agencies, head-hunters or recruitment suppliers that are not in a formal contractual arrangement with the Company. Any resume or other information received from a supplier not approved by New Gold will be considered unsolicited and will not be considered.

Inclusion, Equal Opportunity, Accessibility

New Gold is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veterans' status, indigenous status or any other legally protected factors. Disability-related accommodations during the recruitment process are available upon request.